



The Az POST **Newsletter**

Arizona Peace Officer Standards and Training Board

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Seed funds provided by AZ POST lead to development of firearms training facility

SAFFORD, AZ-Chief John Griffin has a motto in his agency of "Exceed Expectations". That's exactly what he has done with the new firearms range in his city.

Chief Griffin applied to the Arizona Peace Officer Standards and Training Board in 2005 for a \$28,000 grant to develop an existing city owned range into a state of the art regional shooting facility which opened on March 1, 2007.

The chief was very innovative in his ways of getting things done, in addition to the AZ POST grant, the Chief obtained funding from his County Attorney's Rico Fund and the City of Safford Public Works provided labor for various parts of the project. The chief was able to purchase used security fencing from the Arizona Department of Corrections. The local National Guard supported the project

by improving the access road into the range, soon to be an all weather road with highway millings as a base. Last of all, a local Eagle Scout did a project of putting in a bricked in barbecue grill underneath the end of the ramada.

The location is part of a city owned public range with a city owned double wide trailer on site, which is occupied by a Safford PD officer as a security measure.

Deputy Director Lyle Mann commented that this is exactly what AZPOST funding is intended for, as "seed funds" to get things started, to build upon, and for locations that have a documented history of effective partnerships between agencies.

Agencies interested in similar funding should contact Sgt. Rick Watling, at email rickw@azpost.gov or (602) 223-2514.

Regional classes offered by AZ POST offer unique benefits to participants

Since 2005, AZ POST has been piloting the concept of adding regional classes to supplement the regular training calendar. When it is held at a location other than AZ POST, it is open to all the agencies in that particular region to attend. Benefits include: There are no waiting lists as are associated with our calendar classes, no extended travel required, and you may not be limited to a number of slots. Here are the things to consider if your agency is interested in hosting a regional program:

- Your agency is responsible for all registration of the class students and meeting the minimum attendance/student number requirement.

- Since it is local, no lodging/per

diem is provided to students. However, Allocation Funding may be used as needed.

- Your agency must provide the needed facilities to hold the class.

- AZ POST will provide the written materials necessary to facilitate the class.

- AZ POST will coordinate with the instructors and provide their lodging and per diem.

We have had success in regional classes for the General Instructor Program and Drug Investigation for Patrol, in the Flagstaff, Bullhead City, and Prescott Valley area. We are also discussing the possibility of offering some of our other

Meet your Arizona POST Board

The Newsletter would like to introduce POST's newest Board member, Corporal Brandee Ralston. Brandee was appointed by Governor Janet Napolitano on October 11, 2006 to succeed Sgt. Tamatha Villar, also from the Pinal County Sheriff's Office.



Brandee Ralston

An Arizona native, Brandee was born and raised in Pinal County, in the now booming city of Maricopa, Arizona. Of course when Brandee was growing

up, Maricopa was still a small farming community. She is a fifth generation Native Arizonan.

Brandee began her law enforcement career in 1995 and was certified as a peace officer in 1998 when she graduated from CARLOTA. In 2002, she lateraled as a deputy to the Pinal County Sheriff's Office (PCSO). While working for PCSO she has worked in various assignments including patrol, school resource officer at Maricopa High School, and working in the community resource unit.

She also serves as a hostage negotiator with the SWAT team, is on the Mobile Field Force, is a Field Training Officer (FTO) and a regional FTO Coordinator. She is currently an advisor and instructor for CARLOTA.

Brandee brings a strong law enforcement knowledge to the AZ POST Board and as one of the Board's two peer members that represents the rank and file officers, this knowledge is invaluable.

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Resource Center is evolving. Page 5

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A message from Executive Director Tom Hammarstrom

Arizona's Basic Training Infrastructure

I recently watched with interest a Fox News report relating to the fact that in thirty States peace officers may take to the street, and enforce the law before they have had any formal basic training. While in reality, the numbers of such officers is probably very low, I can envision no justification for allowing an untrained person to perform this difficult and dangerous job.

We are fortunate in Arizona that the law enforcement community recognizes the importance and necessity of effective, comprehensive basic training. While our system is not without shortcomings, it has consistently provided the citizens of Arizona with quality basic peace officers for over thirty years. During that time, the basic training program in Arizona has evolved from a 240-hour "traveling road show" provided by ALEOAC (POST's predecessor), to the comprehensive and diverse training infrastructure that serves our state so well today.

As we look toward the future, the time has come to plan for growth. The system that was adequate to the needs of 3000 officers in the 1970s will not serve the needs of 20,000 or 25,000 Arizona officers in 2015. And while we are at it, we'll look at ways to improve the content, delivery, and effectiveness of the academy experience. Not only will our peace officers continue to be trained before they hit the street, if we do our part they will be fully prepared to do the job.

Pre-employment abuse of prescription medication

POST occasionally receives questions about an applicant's pre-employment recreational use or sale of someone else's prescription medication. The issue is whether the medication is a narcotic or dangerous drug under Arizona Revised Statutes §13-3401. If the medication is not itself an illegal drug, but is a prescription only drug, it is up to the agency's discretion whether to appoint the individual user under most circumstances. If, however, the medication is, by definition, a narcotic or dangerous drug under the statute, its use is covered by the POST drug rule. An applicant cannot have illegally used a narcotic or dangerous drug within seven years of appointment and the number of uses must show experimentation. It is presumed to be experimental use if the dangerous drug or narcotic was used no more than 5 times lifetime and once since turning 21 years of age.

When in doubt, look up the prescription drugs generic name. For example, "Xanax" is alprazolam. "Soma" is carisoprodol. A simple google search will tell you the generic name. Look the generic name up in A.R.S. §13-3401. Subsection 6 lists the dangerous drugs. Subsection 20 lists the narcotics. Alprazolam is listed in A.R.S. §13-3401(6)(c)(ii) and it is therefore, a dangerous drug, and has been for some 30 years. Carisoprodol is listed in A.R.S. §13-3401(6)(c)(v) and it is therefore, also a dangerous drug. However, it was added to the list effective August 12, 2005. Applicant use before that date is agency discretion material and after that date is POST drug rule material.

POST is compiling a list of these drugs and their effective dates on the statutory lists. If you have questions about a particular drug, feel free to call your compliance specialist who will find out the relevant classification and dates for you and add that drug to the list. When the list is long enough to be helpful, POST will make it available for background investigation purposes.

Juvenile indiscretion petitions

The distribution of the new AZ POST Rules and Procedures dated January 1, 2007, includes the addition of a rule that allows hiring agencies the option of petitioning the Board for otherwise disqualifying juvenile conduct.

Prior to the adoption of this rule, juvenile conduct under the age of 18, particularly some drug activity, was an automatic disqualifier.

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**The AZ POST Newsletter is a publication of the:
Arizona Peace Officer Standards and Training Board**

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Ms. Wendy Larsen
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Det. Robert Thompson
Chief Jerry Sheridan
Cpl. Brandee Ralston

Introducing the new director of CARLOTA

In May 2006, Central Arizona Regional Law Officer's Training Academy (CARLOTA) began a new direction under the leadership of Director Rod Johnston.



Rod Johnston

Director Johnston retired from the Mesa Police Department after serving proudly in a myriad of assignments for 27 years. He then worked for a year with the Sedona Police Department.

One of Rod's favorite things to do both in his personal life and professional life has been training. From training and coaching his son's sports teams for years, to supervising new officers on midnight shift, he has always enjoyed the challenges of training. "It was one of the most fun times I've had...the new officers kept me on my toes with all the activities

they got into".

Director Johnston said he benefited from CARLOTA's summer class break to begin putting his training plan into action. He has met with instructors, class advisors, other academy directors and more importantly his Academy User Group. This User Group consists of 60 agencies which have utilized CARLOTA in the past three years. All these meetings have helped him formulate his philosophy for CARLOTA. He will be firm but fair with the cadets with a balance of a structured and disciplined environment emphasizing POST's standards of training excellence. His main objective, like all academy directors, is to prepare the cadet in eighteen weeks to have all the knowledge, skills and abilities to help them transition into the Field Training Officer Program.

Mr. Ed Cibbarelli, former Public Safety Director for Central Arizona College, said "Rod brings a great deal of excitement and a wealth of experience to CARLOTA. His law enforcement background and knowledge of training will help CARLOTA continue to produce the best trained and finest professionals, which our communities deserve".

Police supervision classes offered

The Arizona Regional Community Policing Institute (AZRCPI) in conjunction with Arizona Peace Officer Standards and Training (AZPOST) is pleased to announce the addition of classes in police supervision. These classes (Police Supervision I and Police Supervision II) will be offered in various locations within the state throughout the year.

These locations include the Metro Phoenix area, Flagstaff, and Tucson.

Because the classes are offered at varying times and regions within the state, we ask that when requesting slots in the classes, you choose the location closest to your area. By doing so, we will be able to limit travel time and mileage for students.

These programs have been completely reworked as a result of feedback received from past students and other law enforcement leaders throughout Arizona.

For this reason, there will be some classes duplicated in both PSI and PSII for the next few years so that senior supervisors get exposure to these new subjects. At a later time, PSII will be further revised to avoid any duplication of classes.

Police Supervision I is intended for new first line supervisors, as well as those people waiting on a list to be promoted. Topics covered in this class include:

Roles and Responsibilities of the Supervisor, Performance Management, Followership, Leading the Generations, Conflict Resolution, Liability for Supervisors, Interpersonal Communications, Leading Groups, Creating an Ethical Culture, and Socialization/ Cohesion/ Groupthink.

Police Supervision II is intended for police supervisors who have had a supervisory position for more than three years. Topics discussed in this class include:

Roles and Responsibilities of the Supervisor, Performance Management, Followership, Leader Thought Process, Situational Leadership, Motivation Through Consequences, Creating an Ethical Culture, Personality Profiles (to make the attendees more effective leaders), and Leading Groups.

On page 5 is a schedule of both Police Supervision I and Police Supervision II classes for 2007, as well as information on prerequisites.

Please contact me should you have any questions regarding these classes, or to request to register students.

Dan Elting- Training Specialist
AZRCPI

dane@azpost.gov
602-223-2560 Ext. 236

Again, see page 5 for schedule.

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Petitions ...

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This new rule is similar to the drug petition rule (R13-4-105 C), which permits an agency head to request the Board to consider drug use as experimental when, in fact, the use exceeded those numbers presumed to be for experimentation.

R13-4-105 D gives an agency head, who wishes to appoint a person whose conduct is grounds to deny a certification under R13-4-109 (causes for denial), the option of petitioning the board for "a determination that the otherwise disqualifying conduct constitutes juvenile indiscretion". The petition shall:

1. Specify the nature of the conduct, the number of times the conduct occurred, the method by which information regarding the conduct came to the agency's attention, and any attempt by the agency head to verify the accuracy of the information; and

2. Include sufficient information for the Board to determine that all of the following are true:

- a. The conduct occurred when the person was less than age 18;

- b. The conduct occurred more than 10 years before application for appointment;

- c. The person has consistently exhibited responsible, law-abiding behavior between the time of the conduct and application for appointment;

- d. There is reason to believe that the person's maturity at the time of the conduct contributed substantially to the conduct;

- e. There is evidence that the person's maturity at the time of application makes reoccurrence of the conduct unlikely; and

- f. The conduct was not so egregious that the public trust in the law enforcement profession would be jeopardized if the person is certified.

3. If the Board finds that the information submitted is sufficient for the Board to determine that the factors listed in subsection (2) are true, the Board shall determine that the conduct constitutes juvenile indiscretion and grant appointment.

The Compliance staff at AZ POST and your assigned Compliance Specialist is available to answer questions related to this rule and assist you in preparing your petition.

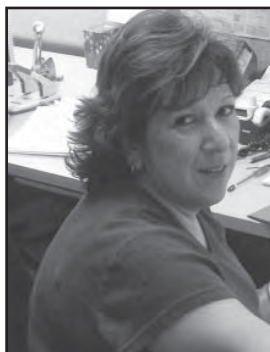
*When one door of happiness closes,
another opens, but often we look
so long at the closed door that we
do not see the one that has been
opened for us. - Helen Keller*



HARRY ATKINS



JON HEIDEN



MARIA VALTIERRA



NINA O'CONNOR



SHIAN RAWLEIGH

Introducing the five newest members of the AZ POST staff

Introducing Harry Atkins

Officer Harry Atkins is a Training Specialist at AZ POST. He is on contract to POST from the Mesa Police Department and has been here since January 2006. Harry began his law enforcement career with the Coconino County Sheriff's Department in 1990 and in 1991 he lateraled to the Mesa Police Department.

Harry was born in Minnesota and relocated to Arizona in 1982. He grew up in the Verde Valley and enlisted in the military upon graduation from high school. Harry has been married to Nita for 7 ½ years and they have two children, Audie who is 5 ½ years old and Haylee who is 2 ½ years old. He also has two children from a previous marriage. When Harry isn't busy with his training responsibilities at POST, he enjoys shooting, studying American History and "chasing his kids around."

Introducing Jon Heiden

Jon Heiden is one of the testing administrators at AZ POST and is involved with the POST Basic Instructor Programs, both as a facilitator and as an instructor. Jon moved to Tucson from Wisconsin and attended the University of Arizona (Go Cats!). He and his wife will soon be moving to the Valley.

Jon retired from the Tucson Police Department after a 26 year career. He then became the director of the Arizona Police Corps Program under the Department of Justice. This program was a partnership program with AZ POST and Central Arizona College but the program ended in January 2006.

Jon has been happily married to his wife Renee for 34 years. They have two children, Adrianna and Adam. Jon and Renee enjoy walking and hiking throughout Arizona with their dog Splinter and both are avid readers.

Introducing Maria Valtierra

Maria Valtierra is an Administrative Secretary at AZ POST. Maria came on board on May 28, 2005. She is currently assigned to the Compliance Section at POST.

Maria was born in Morenci, Arizona and raised in Safford, Arizona. She moved to Phoenix two years ago for better job opportunities and to be close to her siblings. She is the youngest of five children and she has a sister who is also employed at DPS.

Prior to coming to DPS, Maria worked for the City of Safford for 10 ½ years. She began her career with them as an office assistant and was then promoted to receptionist, a title she held for 2 ½ years before leaving the small town life and moving to the Valley.

Maria has two children, a son Rene who is 13 years old and a daughter Alaina who is 7 years old. Alaina was a headline in Safford due to the fact that she was born at home unintentionally. In addition to working fulltime and being a single mom, Maria is taking on-line classes at Rio Salado Community College and majoring in Public Administration. In her spare time (which makes us wonder

when that is), Maria loves to listen to music.

Introducing Nina O'Connor

Nina O'Connor is an Administrative Secretary at AZ POST. Nina also came on board on May 28, 2005. She is currently assigned as one of the receptionists at POST. Nina was born in Morristown, New Jersey and moved considerably before settling down in Phoenix.

Prior to coming to DPS, Nina worked for a local high school as a secretary in the principal's office. Nina also had a diverse employment background before moving to the Valley. In El Paso, Texas, she did volunteer work for the military police investigative unit, she then got a job with the City of El Paso and worked in the engineering department and the mayor's office. Nina also worked as an office manager at the Watergate in Washington, D.C. For ten years she was an executive secretary for the third largest general contractor in the United States.

Nina is married to Jim, who is also a DPS employee. She has two sons and one grandson. Some of Nina's hobbies include reading, knitting and baking.

Introducing Shian Rawleigh

Shian Rawleigh is also an Administrative Secretary at AZ POST. Shian came on board on December 9, 2006. She is currently assigned as one of the receptionists at POST. Shian was born in Oklahoma and her family moved to the Valley when she was a toddler.

Prior to coming to DPS, Shian was the project coordinator for a general contracting company where she scheduled subcontractors, acquired bids for projects, and assisted customers with selection of home products.

Shian has two children, a son Kaeden who is 4 years old and a daughter Kyla who is 5 months old. Shian's favorite thing to do is to spend time with her children; she also likes to play the piano.

Help us provide great info

In order for POST to be able to provide the most recent information to all law enforcement agencies, we need your help. Please let us know of any changes in agency contacts, agency heads, telephone numbers, and addresses (mail and email). If your agency has a website, we would like that address also.

We will occasionally get a phone call letting us know that the person we mailed something to "has not been here for sometime". We have no way of knowing this information unless someone contacts us with changes. So if you would please let us know if you have any changes, we would greatly appreciate it. You can call AZ POST at 602-223-2514 with any changes or email Sandy Sierra at ssierra@azpost.gov.

Police Supervision Classes ...

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Police Supervision I Class

40 Hours - Continuing Equivalency Training Credit

The prerequisite for the Police Supervision I class is a student who was recently promoted or on a waiting list to be promoted in the very near future. Both sworn and civilian supervisors may attend this AZ RCPI class, but hotel and per diem will not be granted for non-sworn personnel. AZ RCPI has created this comprehensive supervision series to foster a life-long practice of leadership in police organizations. The class will be held in both the northern and southern parts of the State as well as the metro-Phoenix area throughout 2007.

For more information contact:

Detective Dan Elting

(602) 223-2560 ext. 236

Location

Tucson, AZ
Phoenix, AZ

Date

April 23-27, 2007
August 6-10, 2007

(CLOSES 3/19/07)
(CLOSES 7/02/07)

Police Supervision II Class

40 Hours - Continuing Equivalency Training Credit

The prerequisite for the Police Supervision II class is a student who has been actively supervising employees for at least three years. Both sworn and civilian supervisors may attend this AZ RCPI class, but hotel and per diem will not be granted for non-sworn personnel. AZ RCPI has created this comprehensive supervision series to foster a life-long practice of leadership in police organizations. The class will be held in both the northern and southern parts of the State as well as the metro-Phoenix area throughout 2007.

For more information contact:

Detective Dan Elting

(602) 223-2560 ext. 236

Location

Flagstaff, AZ
Tucson, AZ

Date

August 20-24, 2007
October 29- November 2, 2007

(CLOSES 7/16/007)
(CLOSES 9/24/07)

Resource center at AZ POST is evolving

Probably due to the wealth of research information now available on the web, the number of customers who check out books from the Arizona POST Resource Center has decreased in recent years to almost zero.

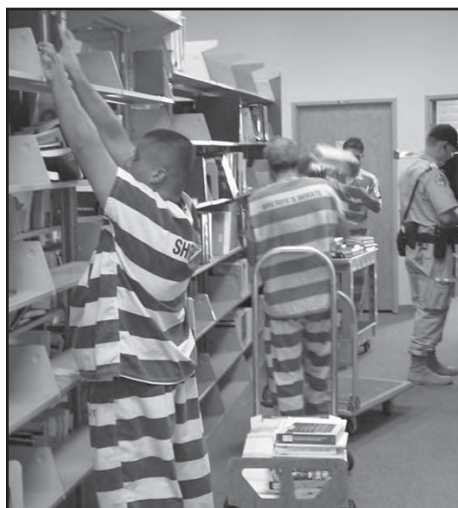
In response, we have decided to upgrade the center and change from printed media to a total video, DVD and CD based program.

In mid 2006, the printed media in the Resource Center was made available for transfer to Arizona Law Enforcement Agencies on a first come first served basis following State Surplus Rules.

Over a 2 1/2 month period, books and other printed media of interest was trans-

ferred to a number of Arizona law enforcement agencies.

At the end of September, the Maricopa County Sheriff's Office generously provided inmate labor to clean up what was left (see photo).



RESOURCE CENTER

The new Video Center will be housed near the front lobby of AZ POST and soon Law Enforcement Personnel will be able to see what is available via the web.

For the time being, anyone interested in checking materials out can call (602) 223-2514 with their request.

Our goal is to install a web based automated check-out system in the near future that will meet the needs of agencies statewide.

Regional Classes ...

CONTINUED FROM PAGE 1

instructor schools such as Firearms, Rifle, Defensive Tactics, and Driving, based on facility capability.

If you are interested in more information on what classes are available to come to your area contact either Harry Atkins or Lori Ketron at (602) 223-2514.

Grant funding info

The AZ POST Board announces the availability of funds and solicits applications from Arizona state agencies, counties, cities and towns for financial assistance to enhance the training of law enforcement personnel.

Please contact one of the following AZ POST Training Specialists if you would like additional information regarding the training related grants:

Officer Mark Zbojnowicz - 602-223-2514 Ext 235 or mzbjnowicz@azpost.gov

Sgt. Rick Watling - 602-223-2514 Ext 241 or rwatling@azpost.gov